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ABSTRACT

One of a series of 12 in the secretarial/clerical area, this booklet for the vocational instructor contains a job description for the medical secretary, a task list under 17 areas of competency, an occupational tasks competency record (suggested as replacement for the traditional report card), a list of industry representatives and educators involved in developing the materials, and statements of competencies and a separate competency record for the area of human relations and personal development. Job duties listed for the medical secretary are concerned with three principal areas: Patient contact, office procedure, and medical specialization. In addition to the usual secretarial skills the medical secretary list covers knowledge of terminology, anatomy, physiology, pharmacology, disease conditions, and how to put the knowledge to use. Areas of competency in human relations and personal development are included (communication, self-development, personal appearance, office attitude, social and business etiquette, and job-seeking skills). Statements of competencies may be graded at either the secondary or postsecondary level, and the competency records are intended to follow the student through vocational training at both levels. Tasks in the task list are cross referenced with those in the booklets for other secretarial/clerical jobs. (MF)

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Medical Secretary

TASK LIST
COMPETENCY RECORD

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CROSS REFERENCE SYSTEM

Task Lists in the secretarial/clerical area include: office services aid, typist, general office/typist, receptionist, secretary/non-shorthand, secretary/shorthand, educational office personnel, medical secretary, legal secretary, administrative assistant, correspondence specialist, correspondence supervisor, and data entry operator. All Task Lists contain an add-on list of human relations/personal development qualities desirable for graduates seeking secretarial/clerical positions.

The task lists for office services aid, typist, general office/typist, receptionist, secretary/non-shorthand, and secretary/shorthand are referred to as "GENERAL" secretarial/clerical lists and all additional lists are referred to as "SPECIALIZED" lists.

The * and the numbering system is the key to cross-referencing for the specialized lists. The specialized lists are compared to the lists for typist, general office/typist, receptionist, secretary/non-shorthand, and secretary/shorthand. When there is something on the specialized list that is not on the general lists a * appears. The position of the * indicates the level of change made in the AREA OF COMPETENCY, The Statement of Competency, or the Task. For example, if the * appears before the AREA OF COMPETENCY the entire AREA OF COMPETENCY is new. If the * appears before a Statement of Competency or Task then only that Statement or Task is new. If the * appears before a word then only that word is new or different. It may be necessary to refer to more than one general task list when comparing statements of competency.

The Task List for Data Entry Operator is not referenced to the general lists because the tasks are unique in that area and need specialized training. The Task Lists for Correspondence Specialist and Correspondence Supervisor are not referenced to the general lists because tasks in these areas are applied to a word processing/correspondence center and the procedure for completing the tasks is different from the tasks in the general lists. The Task List for Correspondence Supervisor is cross-referenced as an add-on to the Correspondence Specialist Task List.

INDUSTRY RECOMMENDATIONS

MEDICAL SECRETARY

Industry representatives have made several suggestions to students who will seek employment upon completion of this occupational program. These suggestions are general in nature and describe the kind of individual whom they wish to hire. A competent worker is one who satisfactorially performs the tasks listed in this document and one who is mature and responsible. It is important that an employee have a positive attitude toward work and that he/she continues to learn on the job.

One way an employee continues to learn is through reading articles in professional journals and publications. It is very important for a person in this position to use medical terminology properly, understand human anatomy and physiology, and intelligently communicate with employers, patients, and associates.

The employee who is an asset to the business assumes responsibility for communications (both written and oral) that leave the office. This includes using correct grammar and punctuation, spelling words correctly, and proofreading carefully so that neat and accurate corrections are made. Accuracy and confidentiality are extremely important in medical occupations.

JOB DESCRIPTION

Medical Secretary

Other common job titles which graduates may have include: Medical Transcriptionist, Medical Records Clerk-Typist, Medical Insurance Clerk, Doctor's Office Secretary, Laboratory and Radiology Secretary, Private Secretary for medical records and surgical records.

The basic duties of the medical secretary fall into three prime categories: patient contact, office procedure, and medical specialization.

The difference between a secretary and a medical secretary is the knowledge of terminology, anatomy, physiology, pharmacology, disease conditions and the ability to put this knowledge to use.

The medical secretary also must have the ability to work well with people and demonstrate a good sense of professional ethics used in the medical field.

Graduates of the medical secretarial program find employment in clinics, hospitals, private doctor's offices, insurance companies, research foundations, drug and chemical firms and laboratories, medical institutions, and government agencies.

TASK LIST

The following Task List gives you, the vocational instructor, recommendations about what your students should be able to do when they take a job as a MEDICAL SECRETARY. It was developed by a working committee of secretarial/clerical instructors and industry representatives throughout the state of Minnesota.

The Task List on the following pages includes the Tasks and the AREAS OF COMPETENCY recommended for a graduate of the Medical Secretarial Occupational Program.

As you utilize this task list, you will need to continue working with your local advisory committee and with other instructors in your geographic area. Judgments must be made, by you, concerning the amount of time to spend in teaching various tasks, the conditions surrounding the performance of each task and the performance level for each task that will be acceptable.

Medical Secretary

TASK LIST

AREA OF COMPETENCY: TYPEWRITTEN COMMUNICATIONS

IV.A Types general business/*medical correspondence using *medical terminology from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, machine transcription, information compiled and composed at the typewriter, and shorthand note transcription

1. types employer's business/*medical and personal letters in several styles including any of the following features

   a. attention line
   b. carbon notations
   c. *hospital, *business, company name in closing
   d. enclosure notations
   e. listed materials
   f. mailing notations
   g. multiple page headings

---

* The position of the * denotes the scope of the change made in the task, the statement of competency, and the area of competency. This task list is referenced to the task lists for typist, general office/typist, receptionist, secretary/non-shorthand, and secretary/shorthand. If the * immediately precedes a word, then only that word has been changed as compared to the five named task lists. If the * immediately precedes the AREA OF COMPETENCY, a number, or a letter, then the entire area of concern has been changed.

h. postcripts
i. quoted material
j. reference initials
k. special closings
l. special-sized stationery
(1) executive size
(2) half size
(3) legal size
*(4) metric update
m. statistical data in tabular form
n. subject line

2. types addresses on envelopes

a. addresses for window envelopes
b. mailing address (including ZIP Code)
c. name above printed return address
d. return address
e. special notations

3. types interoffice memoranda

a. plain paper with appropriate headings
b. pre-printed forms

*4. types miscellaneous business letters

a. thank you notes
b. referral notes
c. follow-up letters

IV.B. Types multiple copies of general business forms that are pertinent to the specific business from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, machine transcription, information compiled and composed at the typewriter, and shorthand note transcription

1. types general business forms

a. bills of lading
b. credit memorandums
c. -omit-
d. -omit-
e. invoices
f. purchase orders
g. purchase requisitions
h. statements of account
i. voucher checks
j. vouchers

IV.C. Types miscellaneous material *(using medical terminology) from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, machine transcription, information compiled and composed at the typewriter, and shorthand note transcription

1. types miscellaneous material

a. address, file folder, file drawer labels
b. index cards
c. form letters, form paragraphs, and fill-in information
d. lists (e.g. mailing)
e. summary of minutes of meetings or conferences
f. telegrams, cablegrams, mailgrams
g. postcards
h. meeting agendas
i. daily work schedules
j. manuscripts
k. personnel forms
l. expense reports
m. speed-reply letters and memos
n. itineraries
o. other materials pertinent to the specific business
*p. return-to-work slips (patient or employee)
*q. supplemental payroll reports

I.D. -omit-

I.E. Types or prepares copy for reproduction

1. -omit-
2. types *(or prepares) masters for photo reproduction

IV.F. Types correspondence, records, reports, forms, and miscellaneous material from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, machine transcription, information compiled and composed at the typewriter, and shorthand note transcription with carbon copies

1. types materials with carbon copies

   a. to mail
   b. for office files

I.G. Proofreads and makes neat and accurate corrections of typed material (Very important)

1. makes corrections on

   a. copies typed with fabric ribbons
   b. copies typed with carbon ribbons
   c. carbon copies
   d. offset masters

*I.H. Types medical records, medical reports, and medical forms from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, information compiled and composed at the typewriter, machine transcription, shorthand note transcription, and questionnaires

1. types medical records, medical reports, and medical forms which may include

   a. case histories
   b. discharge summaries
   c. operation reports
   d. x-ray reports
   e. pathology reports

f. consultation reports
g. physical exams
h. radiology reports
i. surgical reports
j. narcotics information
k. admission reports
l. controlled substance (narcotics, amphetamines, barbituates) information
m. preadmission registrations
o. Medicare forms
p. workmen's compensation forms or reports
q. hospital admission forms
r. group hospital insurance
s. independent hospital insurance
t. inpatient admission and billing
u. outpatient hospital billing
v. provider billing
w. patient index cards
x. patient transfer forms
y. nursing home admissions
z. admission and discharge registers
aa. welfare forms
bb. autopsy reports
cc. birth records
dd. death records
ee. medical lab reports
ff. CHAMPUS reports
gg. tissue reports
hh. miscellaneous medical reports

AREA OF COMPETENCY: COMMUNICATIONS COMPOSITION

I.A. Composes business and *medical letters *(excluding technical-medical information regarding patients) under direct supervision

1. composes business and *medical letters under direct supervision

    a. requesting information and/or services
    b. expressing appreciation
    c. supplying information
        *(1) appointment procedures
        *(2) follow-up care
    d. responding to complaints
    e. declining a request
    f. acknowledging correspondence
    g. expressing acceptance
    h. requesting payment
    i. giving confirmation *(important)
    j. expressing condolence
    k. extending congratulations
    *l. medicolegal releases

I.B. Composes business and informational *medical reports under direct supervision

I.C. Composes and/or edits other materials under direct supervision

1. gives dictation (such as to a correspondence center)
2. edits letters dictated by others
3. edits manuscripts prepared by others
4. proofreads typewritten/handwritten copy (very important)
5. prepares articles, announcements, news releases, form letters, and cover letters
6. prepares audio and visual materials
7. collects related materials from several reference sources

*AREA OF COMPETENCY: INSURANCE DATA

I.A. Prepares medical insurance data according to accepted procedures

AREA OF COMPETENCY: RECORDS FILING AND MANAGEMENT

II.A. Maintains the currently used filing system

1. codes documents for filing
2. adds new folders
3. locates and retrieves documents *(for patients' appointments)
4. refiles documents that have been removed
   a. single pieces in file folders
   b. entire file folder in drawer
5. searches for missing and misplaced materials
6. maintains records of materials taken out of the files
7. follows up on released materials

I.B. Revises files *(patient and general office) to keep them current

*1. follows doctor's, employer's or supervisor's directions for retention and disposal of records

*2. follows doctor's, employer's or supervisor's directions for transferring patients' files and general office files to inactive files

I.C. Cross-references documents and prepares cross-reference materials

I.D. Maintains index files

I.E. Maintains "tickler" files for follow-up responsibilities

I.F. Maintains personal "work in progress" file

I.G. -omit-

I.H. Selects materials for micro reproducing

I.I. Determines recordkeeping needs and suggest a filing system

I.J. Establishes and sets up a filing system *(Optional)

1. requisitions necessary equipment and supplies
2. prepares folders and guides
3. files documents

I.K. Maintains files for shorthand notebooks (Optional)

AREA OF COMPETENCY: PUBLIC RELATIONS AND STAFF SERVICES

II.A. Screens persons who enter the office

1. screens visitors *(and detail persons to save doctor's time)
2. makes *patients and visitors comfortable
3. gives appropriate information to *patients or visitors or answers questions about where needed information can be obtained
4. escorts *patients to *(doctor's office or examination room)
5. makes introductions
6. delivers oral or written messages from visitors or *patients to *doctor or proper persons
7. -omit-
8. -omit-
9. -omit-

I.B. Maintains appointment information

1. schedules appointments *(between doctor(s) and patient(s))
2. records appointment and keeps appointment book current
3. reminds persons of appointments
4. records cancellations and "no shows" *(very important)
5. -omit-
*6. explains doctor's fee schedule (Minnesota Relative Value Index)
*7. arranges doctor's private schedule
*8. pulls charts and folders for following day's appointments
*9. prepares list for doctor of following day's appointments
*10. prepares surgical and hospital rounds
*11. gives patient admission orders after prephysical

*I.C. Manages patients' files and reports

1. obtains releases from patients for transfer of records and x-rays to other facilities
2. receives, transmits, and transcribes prescription information
3. receives and files ancillary reports
4. sets up new patient files
5. refiles patients' charts used during the day

*I.D. Arranges for patient admission to the hospital

1. arranges scheduled admissions
2. arranges impromptu admissions

AREA OF COMPETENCY: OFFICE FUNCTIONS

I.A. Keeps the reception area in order

I.B. Operates intercom system

I.C. Maintains a *(medical staff) bulletin board of announcements, news, etc.

I.D. -omit-

I.E. Writes/prints legibly

*I.F. Keeps an annual calendar

AREA OF COMPETENCY: OFFICE EQUIPMENT

II.A. Maintains office equipment

1. changes equipment ribbons
2. cleans office equipment
3. recommends service on equipment
4. handles service calls on equipment
5. handles routine maintenance of equipment
6. makes minor repairs on office equipment

II.B. Selects and keeps equipment current

1. prepares requisitions for equipment
2. maintains records of equipment inventory
3. determines requirements for equipment
*4. orders equipment from suppliers

AREA OF COMPETENCY: OFFICE SUPPLIES

III.A. Maintains and keeps up-to-date personal and office inventory of supplies

1. determines requirements for personal and office supplies
2. prepares requisitions or requests

3. maintains and checks inventory records to determine if minimum quantities of supplies are on hand
4. orders and obtains supplies as needed from suppliers
5. checks incoming supplies with packing slip or invoice
6. unpacks and stores incoming supplies
7. maintains suppliers contact file
8. distributes and controls office supplies
9. prepares purchase orders
10. -omit-

AREA OF COMPETENCY: MEETING/TRAVEL ARRANGEMENTS

I.A. Makes travel arrangements

1. plans a schedule using
   a. travel agency
   b. printed schedules from transportation companies
   c. -omit-
2. composes, types, and mails letters of reservation
3. purchases and/or prepares tickets
4. -omit-
5. prepares itinerary
6. makes and confirms transportation reservations
7. makes and confirms hotel and motel reservations
8. obtains necessary travel funds
9. compiles and types expense reports
10. maintains telephone and mail digest for absent employer

I.B. Schedules meetings and/or conferences

1. contacts speakers
2. mails or distributes notices and specifics regarding location of meetings
3. schedules meeting times

4. sends confirmation notes as reminders of meetings
5. makes and notifies participants of changes or cancellations of meetings
6. reserves meeting room and arranges for refreshments
7. prepares and inspects meeting room for arrangements and equipment
8. processes registration for conference participants
9. assembles needed materials for use during meetings
10. prepares agenda for meetings
11. attends meeting and reads minutes
12. attends meeting and takes minutes
13. distributes the typed minutes in person or by mail

AREA OF COMPETENCY: TELEPHONE COMMUNICATIONS (VERY IMPORTANT)

I.A. Answers incoming telephone calls

1. uses single line
2. uses multiple line
3. transfers calls to correct department or person
4. screens incoming calls
5. answers inquiries posed by telephone callers
6. records telephone messages (date and time)
7. requests complete information to make return call
8. delivers telephone messages promptly
*9. uses switchboard

I.B. Places outgoing telephone calls

1. places local calls
2. places long distance calls

a. direct distance dial (ddd)
b. person-to-person
c. station-to-station
d. collect
e. credit card

3. places calls using specialized telephone services

   a. conference calls
   b. overseas long-distance calls
   c. telephone facsimile equipment
   d. specialized long-distance networks, such as WATS

I.C. Places outgoing and receives incoming calls using specialized telephone equipment

1. operates speakerphone
2. operates picture phone (optional)
3. uses bell-boy service (pager service)
4. uses card dialers
5. operates after hours message recorder
6. contacts mobile phones

I.D. Finds needed information by using the telephone directory

1. uses the white pages
2. uses the yellow pages

II.E. Maintains internal telephone records and checks them against billing

1. *(keeps directory of doctor's patients) frequently called numbers current
2. records long distance calls made
3. reminds *doctor to return calls
4. checks bill from telephone company with records of long distance calls made

I.F. -omit-

*I.G. Records incoming x-ray and laboratory reports (according to accepted procedures)

AREA OF COMPETENCY: MAIL

II.A. Receives and processes incoming mail

1. collects mail from post office or mailing departments (optional)
2. sorts unopened incoming mail for delivery to departments or individuals
   a. business
   b. personal
3. mends torn or damaged mail
4. prepares and attaches a routing slip
5. delivers incoming mail to proper persons or departments
6. makes notations in mail register
7. signs for packages received from shippers or UPS
8. pays for packages received COD
9. determines disposition of inadequately addressed mail
10. opens incoming business mail, sorts contents, checks enclosures, time/date stamps
11. attaches pertinent information to incoming mail
12. makes filing notations and/or calendar notations

I.B. Prepares outgoing mail

1. collects mail from other offices or departments (optional)
2. folds and stuffs envelopes for mailing
3. -omit-
4. decides on least expensive and/or most desirable method of communication or delivery
5. processes outgoing letters and packages requiring special handling and/or special rates
6. -omit-
7. prepares and sends telegrams, cablegrams, or mailgrams
8. -omit-
9. operates a postage meter
10. records use of postage meter in "Meter Record Book"

11. takes postage meter to post office to be refilled (optional)
12. operates a postage scale to determine correct postage
13. attaches correct postage
14. wraps packages for mailing
15. writes ZIP Codes on incoming or outgoing mail
16. files return receipts from registered or certified mail
17. insures mail
18. registers mail

AREA OF COMPETENCY: REPROGRAPHIC SERVICES

II.A. Supervises and/or creates needed copies

1. operates-duplicating equipment
   a. -omit-
   b. copier

2. -omit-
3. -omit-
4. -omit-
5. proofreads to insure accuracy (very important)

I.B. Makes decisions about reprographic needs

1. decides what materials need to be copied
2. decides on the least expensive and/or most desirable method to duplicate materials
3. makes arrangements to have materials duplicated

AREA OF COMPETENCY: NUMERICAL DATA

I.A. Maintains a petty cash fund

1. obtains or *prepares checks to establish or replenish petty cash fund
2. makes payments from petty cash
3. prepares vouchers for money taken out or received
4. records petty cash entries in a journal or check register
5. prepares petty cash reports

B. -omit-

I.C. Prepares payroll

1. distributes W-4 Forms to new employees
2. maintains personnel records
3. prepares time cards for employees
4. computes payroll
   a. time worked
      (1) timeclock
      (2) handwritten records
5. computes city, state, or federal taxes using printed tax tables
6. records time, earnings, etc., on employees' earnings record
7. prepares payroll checks
8. distributes payroll checks
9. compiles payroll information to prepare employer's quarterly and annual tax forms
10. prepares and mails payroll tax reports
11. prepares and mails/distributes end-of-year reports (W-2 Forms)
12. keeps records of vacation time
13. keeps personnel records of sick leave

I.D. Maintains checking account

1. prepares receipts for incoming cash
2. endorses incoming checks for deposit
3. prepares bank deposits from incoming cash
4. enters amount of deposit in checkbook
5. enters deposits in journals or check register *(pegboard)
6. takes deposits to bank according to accepted procedure
7. prepares checks
8. uses checkprotector
9. enters checks written in journal or check register *(pegboard)
10. reconciles bank statements
11. files cancelled checks
12. signs a check signature card to sign checks
13. signs checks
14. purchases special checks from the bank

    a. certified
    b. bank drafts
    c. money orders

I.E. Handles payment of bills and statements

1. checks accuracy of source documents
2. verifies items and checks accuracy and figures on statements
3. calculates discounts
4. prepares checks
5. records on the invoices or statements the date paid, check number, initials
6. attaches stubs of bills to checks and presents for signature
7. files invoices/statements marked paid
*8. reviews licenses and narcotics permits

*I.F. Prepares patients' billing data

1. uses day sheet/book (pegboard)
2. calculates accounts receivable from source documents

3. uses doctor's fee schedule (Minnesota Relative Value Index) to bill patients for services
4. keeps patient ledger cards current
5. prepares billing for accounts receivable

   a. makes a copy of the bill
   b. mails the bill

6. prepares list of delinquent accounts

I.G. Maintains accounts payable records

1. calculates accounts payable from source documents to keep accounts payable records current
2. records payments

I.H. -omit-

I.I. -omit-

I.J. -omit-

*I.K. Prepares annual summary from check register

AREA OF COMPETENCY: DATA PROCESSING

I.A. Codes forms for data entry (Optional)

I.B. Reads computer printouts to obtain information to prepare required reports

I.C. Checks source documents against computer printouts for accuracy

I.D. --omit

*I.E. Operates a key-tape machine encoding magnetic tape (Optional)

*AREA OF COMPETENCY: PHARMACOLOGY/FIRST AID/ROUTINE MEDICAL TASKS

I.A. Applies pharmacology knowledge to perform transcription and standard first aid duties

1. performs transcribing duties

    a. basic classifications of drugs and their functions
    b. metric systems

2. orders drugs

I.B. Administers standard first aid (Optional)

I.C. Performs routine medical tasks for patient examinations (Optional)

1. prepares patients for examinations
2. takes and records temperatures
3. takes and records pulse
4. takes and records blood pressure
5. takes and records respiration
6. makes and records routine eye examinations
7. assists with collection, labeling, and delivery of specimens

    a. urine
    b. blood

8. identifies procedures for assisting the doctor during or before the examination
9. performs basic sterilization techniques on surgical/medical instruments to prepare them for the doctor to use during the examination of patients
10. prepares examination room for doctor's appointments

AREA OF COMPETENCY: REFERENCE MATERIALS

III.A. Uses general reference materials to look up spelling, pronunciation, definition of terms, compose, edit, and aid in research

1. uses general reference materials

   a. *clinical procedures manuals
   b. dictionary
   c. telephone directory and yellow pages
   d. quick reference words manual
   e. thesaurus
   f. outside agencies (both internal and external to the profession)
   g. city directory
   h. postal manual
   i. ZIP Code directory
   j. secretary's reference manual
   k. -omit-
   l. -omit-
   m. word division manual
   n. equipment operator manual
   o. library
   *p. hotel and travel guides

I.B. Maintains a reference library

*I.C. Uses reference materials specifically for the medical secretary to look up spelling, pronunciation, definition of terms, compose, edit, and aid in research

1. medical dictionary
2. quick reference medical terms manual
3. Physician's Desk Reference and/or American Drug Index
4. Doctor's Shorthand (abbreviations)
5. medical word book
6. Syllabus for the Surgeon's Secretary

7. Guide to Surgical Terminology
8. Laboratory Manual
9. H.I.C.D.A. 2nd. Edition Coding Manual

AREA OF COMPETENCY: MACHINE OPERATION (VERY IMPORTANT)

I.A. Operates the standard manual typewriter to perform basic office duties

I.B. Operates the standard electric typewriter to perform basic office duties

I.C. Operates the selectric typewriter to perform basic office duties

I.D. Operates the self-correcting typewriter to perform basic office duties (Optional)

I.E. Operates the proportional spacing typewriter to perform basic office duties (Optional)

I.F. Operates the automatic/power typewriter to perform basic office duties (Optional)
Kind:_____

I.G. Operates the 10-key adding machine to perform basic office duties

I.H. Operates the electronic display calculator to perform basic office duties

I.I. Operates the electronic printing calculator to perform basic office duties

I.J. Operates the printing calculator to perform basic office duties (Optional)

I.K. Operates the full-key adding machine to perform basic office duties (Optional)

I.L. Operates the transcribing machine to perform basic office duties

*I.M. Operates the posting machine to perform basic office duties (Optional)

*AREA OF COMPETENCY: WORD PROCESSING/CORRESPONDENCE SKILLS (OPTIONAL)

I.A. Performs logging-in procedures for work received in recorded form

1. removes media from recorder
2. places clean media on recorder when necessary
3. completes log sheet and attaches media removed from recorder

    a. records time dictation was received

4. places media and log sheet in hold folder according to "work in progress" procedures

I.B. Performs logging-in procedures for hard copy

1. completes log sheet and attaches to hard copy

    a. records time copy was received

2. places hard copy and log sheet in hold folder according to "work in progress" procedures

I.C. Performs logging-in procedures for stored copy

1. selects needed materials from stored copy file

2. completes log sheet: indicates amount of work and time of completion

I.D. Files, locates, and retrieves or plays back stored documents (magnetic media and typewritten copy) in procedure with the currently used filing system

I.E. Codes documents for filing by assigning code numbers and author's name or number according to the system used

I.F. Retains completed magnetic output media for a predetermined number of days

I.G. Keyboards on magnetic keyboard from recorded media, hard copy, or stored documents and produces final copy as requested

1. removes recorded media, hard copy, or stored documents from central hold folder or stored document file following the procedures used to obtain materials needed for keyboarding

    a. indicates time and date picked up on log sheet

2. keyboards materials obtained

    a. types copy

        (1) rough-draft form
        (2) first-time-final
        (3) documents for permanent storage

3. edits and proofreads for playback in final form

    a. punctuation
    b. spelling
    c. grammar
    d. word division
    e. format

4. plays back in final form rough draft materials that have been edited for delivery of final copy

5. uses line counter or specific office measuring procedure to determine amount of work typed

6. completes log sheet to indicate work completed

    a. indicates time completed
    b. classifies type of document
        (1) original
        (2) hard copy

(3) stored document
(4) revisions
(5) statistical

c. determines amount of work completed

(1) lines
(2) pages
(3) keystrokes
(4) time

7. scans, erases, refiles, or returns to user the transcribed media, hard copy, or stored documents as determined by center procedures

8. routes completed copy to word originator

I.H. Keyboards on magnetic keyboard variable information when playing back stored documents

1. obtains stored document according to center procedure
2. plays back stored material and inserts variable information as needed
3. edits and proofreads for accurate final copy
4. measures work
5. completes log sheet
6. completes copy and returns to word originator for final approval

I.I. Proofreads all typed material for accuracy

I.J. Uses specialized reference materials for understanding of operations, procedures, and utilization of a word processing system

1. uses author's manual or book of authorized users of the system
2. uses secretary and dictator procedure manuals

AREA OF COMPETENCY: SUPERVISED WORK EXPERIENCE, OFFICE SIMULATION, STUDENT ORGANIZATIONS (OPTIONAL)

IA. Participates in supervised work experience training (co-op,internship)

IB. Participates in a simulated office program

IC. Participates in co-curricular student organizations

COMPETENCY RECORD

The COMPETENCY RECORD that appears in this section is suggested as a replacement for the traditional report card. It can be used to give employers, teachers, counselors, students, and parents information about what each student can and cannot do.

The COMPETENCY RECORD should follow the student through his or her vocational training in the secondary and/or the post-secondary school. The recommended grading scale is shown on the COMPETENCY RECORD. The COMPETENCY RECORD on the following pages includes ALL the AREAS OF COMPETENCY recommended for a graduate of the Medical Secretary Occupational Program.

COMPETENCY RECORD

OCCUPATIONAL PROGRAM: **Medical Secretary** Name of Student _____

This competency record tells what the student, who is named above, has demonstrated that he or she can do. A graduate is one who has demonstrated competent performance of all the tasks designated for this occupational program. This competency record is to be used as an expansion of and/or supplement to the traditional report card. Student performance can be rated at the secondary and/or post secondary level.

RATING SCALE:

5 - Performs task(s) with ability that consistently exceed(s) program minimum standards set for job entry level; very competent.

4 - Performs task(s) at job entry level; competent.

3 - Performs task(s) with periodic assistance.

2 - Performs task(s) with constant assistance.

1 - Is unable to perform task(s).

T - Demonstrated ability to perform task(s) at or above job entry level by taking a challenge test.

PWPM - Actual production words per minute (PWPM) obtained by student.

SCHOOL(S) ATTENDED: DATES ATTENDED INSTRUCTOR'S NAME(S)

_____

_____

_____

_____

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
AREA OF COMPETENCY: TYPEWRITTEN COMMUNICATIONS							
IV.A. Types general business/*medical correspondence using *medical terminology from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, machine transcription, information compiled and composed at the typewriter, and shorthand note transcription	*						
IV.B. Types multiple copies of general business forms that are pertinent to the specific business from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, machine transcription information compiled and composed at the typewriter, and shorthand note transcription	*						
IV.C. Types miscellaneous material *(using medical terminology) from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter machine transcription, information compiled and composed at the typewriter, and shorthand note transcription	*						
I.D. -OMIT-							
I.E. Types or prepares copy for reproduction	*						
IV.F. Types correspondence, records, reports, forms and miscellaneous material from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, machine transcription, information compiled and composed at the typewriter, and shorthand note transcription with carbon copies	*						
I.G. Proofreads and makes neat and accurate corrections of typed material (Very important)							

	MINIMUM PROGRAM STANDARD	SECONDARY RATING	SECONDARY YR.	SECONDARY INSTR.	POST SECONDARY RATING	POST SECONDARY YR.	POST SECONDARY INSTR.
*I.H. Types medical records, medical reports, and medical forms from: typed rough draft, handwritten rough draft, verbal instruction, verbal dictation at the typewriter, information compiled and composed at the typewriter, machine transcription, shorthand note transcription, and questionnaires							
Comments: * Rough draft _____pwpm (___pwpm standard) for ___minutes (___minutes): Machine transcription ___pwpm (___pwpm standard) for ___ minutes (___minutes): Shorthand (Kind:_____) taken at ___wpm (___pwpm standard) for___ minutes (___minimum minutes) with ___% accuracy (___% minimum accuracy): Shorthand (Kind_____) note transcription at ___pwpm (___pwpm minimum standard)							
AREA OF COMPETENCY: COMMUNICATIONS COMPOSITION							
I.A. Composes business and *medical letters *(excluding technical-medical information regarding patients) under direct supervision							
I.B. Composes business and informational *medical reports under direct supervision							
I.C. Composes and/or edits other materials under direct supervision							
Comments:							
*AREA OF COMPETENCY: INSURANCE DATA							
I.A. Prepares insurance data according to accepted procedures							
Comments:							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
AREA OF COMPETENCY: RECORDS FILING AND MANAGEMENT							
II.A. Maintains the currently used filing system							
I.B. Revises files *(patient and general office) to keep them current							
I.C. Cross-references documents and prepares cross-reference materials							
I.D. Maintains index files							
I.E. Maintains "tickler" files for follow-up responsibilities							
I.F. Maintains personal "work in progress" file							
I.G. -omit-							
I.H. Selects materials for micro reproducing							
I.I. Determines recordkeeping needs and suggest a filing system *(Optional)							
I.J. Establishes and sets up a filing system *(Optional)							
I.K. Maintains files for shorthand notebooks (Optional)							

Comments:

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
AREA OF COMPETENCY: PUBLIC RELATIONS AND STAFF SERVICES							
II.A. Screens persons who enter the office							
I.B. Maintains appointment information							
*I.C. Manages patients' files and reports							
*I.D. Arranges for patient admission to the hospital							
Comments:							
AREA OF COMPETENCY: OFFICE FUNCTIONS							
I.A. Keeps the reception area in order							
I.B. Operates intercom system							
I.C. Maintains a *(medical staff) bulletin board of announcements, news, etc.							
I.D. -Omit-							
I.E. Writes/prints legibily							
*I.F. Keeps an annual calendar							
Comments:							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
AREA OF COMPETENCY: OFFICE EQUIPMENT							
II.A. Maintains office equipment							
II.B. Selects and keeps equipment current							
Comments:							
AREA OF COMPETENCY: OFFICE SUPPLIES							
III.A. Maintains and keeps up-to-date personal and office inventory of supplies							
Comments:							
AREA OF COMPETENCY: MEETING/TRAVEL ARRANGEMENTS							
I.A. Makes travel arrangements							
I.B. Schedules meetings and/or conferences							
Comments:							
AREA OF COMPETENCY: TELEPHONE COMMUNICATIONS (VERY IMPORTANT)							
I.A. Answers incoming telephone calls							
I.B. Places outgoing telephone calls							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
I.C. Places outgoing and receives incoming calls using specialized telephone equipment							
I.D. Finds needed information by using the telephone directory							
II.E. Maintains internal telephone records and checks them against billing							
I.F. -Omit-							
*I.G. Records incoming x-ray and laboratory reports (according to accepted procedures)							
Comments:							
AREA OF COMPETENCY: MAIL							
II.A. Receives and processes incoming mail							
I.B. Prepares outgoing mail							
Comments:							
AREA OF COMPETENCY: REPROGRAPHIC SERVICES							
II.A. Supervises and/or creates needed copies							
I.B. Makes decisions about reprographic needs							
Comments:							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
AREA OF COMPETENCY: NUMERICAL DATA							
I.A. Maintains a petty cash fund							
I.B. -Omit-							
I.C. Prepares payroll							
I.D. Maintains checking accounts							
I.E. Handles payment of bills and statements							
*I.F. Prepares patients' billing data							
I.G. Maintains accounts payable records							
I.H. -Omit-							
I.I. -Omit-							
I.J. -Omit-							
*I.K. Prepares annual summary from check register							
Comments:							
AREA OF COMPETENCY: DATA PROCESSING							
I.A. Codes forms for data entry (Optional)							
I.B. Reads computer printouts to obtain information to prepare required reports							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
I.C. Checks source documents against computer printouts for accuracy							
I.D. -Omit-							
I.E. Operates a key-tape machine encoding magnetic tape (optional)							
Comments:							
*AREA OF COMPETENCY: PHARMACOLOGY/FIRST AID/ROUTINE MEDICAL TASKS							
I.A. Applies pharmacology knowledge to perform transcription and standard first aid duties							
I.B. Administers standard first aid (Optional)							
I.C. Performs routine medical tasks for patient examinations (Optional)							
Comments:							
AREA OF COMPETENCY: REFERENCE MATERIALS							
III.A. Uses general reference materials to look up spelling, pronunciation, definiton of terms, compose, edit, and aid in research	)						

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
I.B. Maintains a reference library							
*I.C. Uses reference materials specifically for the medical secretary to look up spelling, pronunciation, definition of terms, compose, edit, and aid in research							
Comments:							
AREA OF COMPETENCY: MACHINE OPERATION (VERY IMPORTANT)							
I.A. Operates the standard manual typewriter to perform basic office duties							
I.B. Operates the standard electric typewriter to perform basic office duties							
I.C. Operates the selectric typewriter to perform basic office duties							
I.D. Operates the self-correcting typewriter to perform basic office duties (Optional)							
I.E. Operates the proportional spacing typewriter to perform basic office duties (Optional)							
I.F. Operates the automatic/power typewriter to perform basic office duties (Optional) Kind: _____							
I.G. Operates the 10-key adding machine to perform basic office duties							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
I.H. Operates the electronic display calculator to perform basic office duties							
I.I. Operates the electronic printing calculator to perform basic office duties							
I.J. Operates the printing calculator to perform basic office duties (Optional)							
I.K. Operates the full-key adding machine to perform basic office duties (Optional)							
I.L. Operates the transcribing machine to perform basic office duties							
I.M. Operates the posting machine to perform basic office duties (Optional)							
Comments:							
AREA OF COMPETENCY: WORD PROCESSING/CORRESPONDENCE SKILLS (OPTIONAL)							
I.A. Performs logging-in procedures for work received in recorded form							
I.B. Performs logging-in procedures for hard copy							
I.C. Performs logging-in procedures for stored copy							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
I.D. Files, locates, and retrieves or plays back stored documents (magnetic media and typewritten copy) in procedure with the currently used filing system							
I.E. Codes documents for filing by assigning code numbers and author's name or number according to the system used							
I.F. Retains completed magnetic output media for a predetermined number of days							
I.G. Keyboards on magnetic keyboard from recorded media, hard copy, or stored documents and produces final copy as requested							
I.H. Keyboards on magnetic keyboard variable information when playing back stored documents							
I.I. Proofreads all typed material for accuracy							
I.J. Uses specialized reference materials for understanding of operations, procedures, and utilization of a word processing system							
Comments:							
AREA OF COMPETENCY: SUPERVISED WORK EXPERIENCE, OFFICE SIMULATION, STUDENT ORGANIZATIONS (OPTIONAL)							
I.A. Participates in supervised work experience training (co-op or internship) Type of business, institutuion, or agency: _____ _____ Length of time: _____							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
I.B. Participates in a simulated office program Length of program:_____ _____							
I.C. Participates in co-curricular student organizations Name of organization:_____ _____							
Comments:							

Statements of competencies can be graded at either the secondary or post-secondary level.

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The following Industrial Representatives were involved in the development of the task list for this occupational program.

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HUMAN RELATIONS AND PERSONAL DEVELOPMENT

Secretarial/clerical personnel work with people. For this reason additional competencies in the area of Human Relations and Personal Development are needed by the student who wishes to become employed. People work together when they have an understanding of themselves and their co-workers and when they willingly make appropriate adjustments in their own behavior.

The STATEMENTS OF COMPETENCY shown in the following section of this task list represent the minimal Human Relationship and Personal Development skills needed by graduates of secretarial/clerical programs. It should be recognized that students will continue to learn about themselves and others through daily experiences they have in their careers.

HUMAN RELATIONS AND PERSONAL DEVELOPMENT

AREA OF COMPETENCY: COMMUNICATIONS

A. Demonstrates acceptance of people in a friendly business-like manner

1. interacts verbally with people in communicating a message

   a. enunciates clearly
   b. uses correct grammar and appropriate choice of words
   c. shows/demonstrates tact
   d. responds courteously
   e. uses a pleasant speaking tone, rate and volume

2. asks, remembers and uses persons' names in communicating with people

3. interacts non-verbally with people in communicating a message

   a. recognizes the meaning of facial expression
   b. recognizes the meaning of body language
   c. recognizes the meaning of eye contact
   d. recognizes the meaning of hidden messages

B. Listens to and responds to the messages received from co-workers, supervisors and visitors

1. takes notes when receiving instructions
2. periodically looks at the person who is speaking to obtain visual cues
3. asks for clarification when the message is not understood
4. concentrates on one thing at a time as directions are given

C. Gives directions and responds to other people

1. makes use of an understanding of human behavior
2. displays an ability to be assertive without being offensive
3. deals effectively with angry or defensive co-workers/customers
4. recognizes the uniqueness of and differences in individuals

AREA OF COMPETENCY: SELF-DEVELOPMENT

A. Demonstrates a disposition for continued personal growth and understanding of self

1. thinks positively about himself/herself and his/her future
2. does not show off to bolster his/her self-confidence
3. waits for what he/she wants
4. makes up his/her mind decisively
5. admits his/her shortcomings
6. recognizes and builds on his/her strengths without becoming vain
7. seeks out new ways to develop his/her talents
8. has a realistice self-image based upon the way that others see him/her
9. has a positive attitude about self and others

B. Displays personal development for social living

1. handles personal finances
2. chooses life style and housing options
   a. displays an ability to live and work with others harmoniously
3. chooses safe and reliable transportation
4. identifies personal biases, prejudices, and stereotypes

C. Shows emotional maturity

1. tolerates frustrations
2. thinks for himself/herself
3. is calm and exerts extra effort to keep on an even level
4. tackles unpleasant tasks without self-pity
5. takes responsibility for his/her own actions
6. understands his/her role in group dynamics
7. takes orders without becoming obstinate
8. is motivated by a long-range plan, not by whims or desires of each passing week
9. does not nurse grudges or try to get even

D. Maintains professional maturity

1. has clearly defined career goals

   a. views his/her job professionally, rather than as only a means of obtaining a pay check
   b. sees job satisfaction as part of good mental health
   c. sets realistic goals based on his/her abilities

AREA OF COMPETENCY: PERSONAL APPEARANCE

A. Maintains good physical fitness behavior patterns

1. gets sufficient sleep
2. shows good nutrition

3. gets proper exercise
4. has annual dental and medical check-ups
5. has good posture

B. Shows good visual poise

1. demonstrates an appropriate method of standing, walking, sitting, bending and lifting

C. Selects and wears proper office attire

1. is groomed attractively and tastefully
   a. wears clean, wrinkle free garments
   b. wears flattering colors and garment styles for his/her figure
   c. chooses accessories that are appropriate for work
      (1) fads
      (2) fashions
   d. coordinates colors of garments and accessories worn together
   e. plans a wardrobe for a limited budget
   f. wears shoes that are quiet, polished, fastened and in good repair
   g. shops for clothing that is well constructed so that it will last

D. Has good personal hygiene habits

1. bathes his/her body regularly
2. uses antiperspirant
3. has clean hair, skin, teeth, nails, and breath
4. wears clean clothes that have been laundered properly
5. removes hair properly and regularly from selected areas of the body
6. applies cosmetics in a skillful way to enhance features
7. subtly applies body fragrances

AREA OF COMPETENCY: OFFICE ATTITUDE

A. Relates to male and female co-workers of all ages, skills, backgrounds, and positions

1. contributes to a team effort
   a. requests and/or gives assistance to other people
   b. handles constructive/non-constructive criticism and profits from it
   c. declines invitations gracefully
   d. responds cheerfully and gives praise when appropriate
   e. is supportive and encouraging to co-workers

2. assumes individual job responsibility
3. deals effectively with friction and tension within the office

    a. co-workers who don't assume full share of workload
    b. moodiness of co-workers/supervisors
    c. favoritism among staff
    d. personal problems which interfere with work
    e. offensive language or behavior of co-workers, supervisor or customers
    f. improper hygiene of co-workers which is offensive to others
    g. angry customers
    h. chronic complainers
    i. short-tempered co-workers, supervisor or self

B. Supports company and employer by exhibiting professionalism

1. shows loyalty to company
2. follows the company's policies
3. maintains confidentiality of company/institutional information
4. anticipates needs of supervisor
5. demonstrates cost control

    a. conserve supplies
    b. use time efficiently
    c. develop and improve personal work methods and procedures

6. displays good housekeeping habits

    a. cleans and maintains work area
    b. cleans and organizes employer's work area as instructed
    c. makes coffee and keeps coffee area neat and clean

7. shows professional commitment to his/her employer

    a. shows flexibility and willingness to try new approaches
    b. is versatile and willing to adopt his/her behavior to new situations
    c. willingly works overtime to meet scheduled deadlines
    d. asserts his/her feeling, needs, and competence in communicating with his/her employer about salary, benefits, and company policy

C. Shows that he/she is dependable in the office situation

1. has work habits that insure work being accomplished on time and correctly
2. arrives at work on time and maintains scheduled working hours
3. plans and schedules work assignments and priorities
4. takes reasonable coffee breaks and lunch breaks
5. has a good attendance record with sick leave and personal days taken when necessary
6. pays attention to detail so that high quality work is maintained consistently
7. follows through to completion work that has been started

D. Shows initiative in gaining professional advancements

1. seeks job/self enhancement experiences

a. updates his/her skills and knowledge through formal education, in-house training, and informal communication
b. participates in professional organizations

2. selects or rejects job promotions based on opportunity, personal goals, and circumstances

a. examines alternatives and engages in career planning

(1) long term
(2) short term

AREA OF COMPETENCY: SOCIAL AND BUSINESS ETIQUETTE

A. Displays proper social etiquette

1. etiquette for social functions (e.g. introductions, table manners, common courtesy)

B. Displays proper business etiquette

1. converses with co-workers and guests in a socially acceptable manner, within the time constraint of the office situation

a. office business (non-confidential)
b. personal business
c. social events
d. topics of general interest

2. uses the informal communications network (grapevine) within the office in a positive way

3. refrains from contibuting to office gossip

4. addresses superior properly (e.g. Mr., Dr., Ms., etc.)

   a. formal
   b. non-formal

AREA OF COMPETENCY: JOB SEEKING SKILLS

A. Identifies job opportunities for which he/she is qualified

   1. checks school bulletin board
   2. reads newspaper ads
   3. contacts employment agencies

      a. state
      b. private

   4. uses personal contacts

B. Prepares for job interview

   1. writes and types a resume
   2. composes and types a letter of application
   3. contacts a prospective employer
   4. arrives on time
   5. conveys an optimistic outlook and willingness to learn

C. Participates in a job interview

   1. dresses and grooms himself/herself appropriately
   2. obtains job information from perspective employer

      a. job requirements
      b. benefits
      c. environment
      d. salary
      e. opportunity for advancement
      f. company's purpose and function

D. Follows-up on the job interview

   1. sends an acknowledgment letter
   2. makes a phone call

COMPETENCY RECORD

HUMAN RELATIONS AND PERSONAL DEVELOPMENT

OCCUPATIONAL PROGRAM: MEDICAL SECRETARY

Name of Student _____

This competency record tells what the student, who is named above, has demonstrated that he or she can do. A graduate is one who has demonstrated competent performance of all the tasks designated for this occupational program. This competency record is to be used as an expansion of and/or supplement to the traditional report card. Student performance can be rated at the secondary and/or post secondary level.

RATING SCALE:

5 - Performs task(s) with ability that consistently exceed(s) program minimum standards set for job entry level; very competent.

4 - Performs task(s) at job entry level; competent.

3 - Performs task(s) with periodic assistance.

2 - Performs task(s) with constant assistance.

1 - Is unable to perform task(s).

T - Demonstrated ability to perform task(s) at or above job entry level by taking a challenge test.

PWPM - Actual production words per minute (PWPM) obtained by student.

SCHOOL(S) ATTENDED: DATES ATTENDED INSTRUCTOR'S NAME(S)

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
AREA OF COMPETENCY: COMMUNICATIONS							
A. Demonstrates acceptance of people in a friendly-business-like manner							
B. Listens to and responds to the messages received from co-workers, supervisors and visitors							
C. Gives directions and responds to other people							
Comments:							
AREA OF COMPETENCY: SELF-DEVELOPMENT							
A. Demonstrates a disposition for continued personal growth and understanding of self							
B. Displays personal development for social living							
C. Shows emotional maturity							
D. Maintains professional maturity							
Comments:							
AREA OF COMPETENCY: PERSONAL APPEARANCE							
A. Maintains good physical fitness behavior patterns							
B. Shows good visual poise							
C. Selects and wears proper office attire							
D. Has good personal hygiene habits							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
Comments:							
AREA OF COMPETENCY: OFFICE ATTITUDE							
A. Relates to male and female co-workers of all ages, skills, backgrounds, and positions							
B. Supports company and employer by exhibiting professionalism							
C. Shows that he/she is dependable in the office situation							
D. Shows initiative in gaining professional advancements							
Comments:							
AREA OF COMPETENCY: SOCIAL AND BUSINESS ETIQUETTE							
A. Displays proper social etiquette							
B. Displays proper business etiquette							
Comments:							
AREA OF COMPETENCY: JOB SEEKING SKILLS							
A. Identifies job opportunities for which he/she is qualified							
B. Prepares for job interview							
C. Participates in a job interview							

	MINIMUM PROGRAM STANDARD	SECONDARY			POST SECONDARY		
		RATING	YR.	INSTR.	RATING	YR.	INSTR.
D. Follows-up on the job interview							
Comments:							

Statements of competencies can be graded at either the secondary or post-secondary level.

CE 009 579

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